IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF NORTH CAROLINA EASTERN DIVISION Civil Action No. 4:08-CV-00209-BR

TATYANA T. IVANOVA-NIKOLOVA, PH.D., Plaintiff, vs. EAST CAROLINA UNIVERSITY,

Defendant.



DEPOSITION

OF

TATYANA T. IVANOVA-NIKOLOVA, PhD

At Raleigh, North Carolina August 9, 2010 - 10:05 a.m.

Reported by: Candi R. Uselman, RPR, CRR

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I, Candi R. Uselman, Registered Professional 1 2 Reporter and Notary Public in and for the state of North Carolina, was appointed commissioner by consent to take 3 4 the deposition of TATYANA T. IVANOVA-NIKOLOVA, PhD on 5 August 9, 2010 at 10:05 a.m. at the offices of The North 6 Carolina Department of Justice located at 114 West 7 Edenton Street, Raleigh, North Carolina. 8 9 Whereupon, 10 TATYANA T. IVANOVA-NIKOLOVA, PhD, 11 having first been duly sworn, was examined and testified as follows: 12 DIRECT EXAMINATION 13 14 BY MR. BERMAN: Thank you for being here, and do you 15 Q: understand we're here today to take your deposition? 16 17 Uh-huh. A: 18 THE REPORTER: Yes? 19 A: Yes. THE WITNESS: I'm sorry. 20 21 I'm sorry, and you'll have to --Q: 22 I need -- okay. A: 23 -- answer the questions out loud too because Q: 24 our court reporter just has to have a verbal response. 25 Okay. A:

1	recommended for funding, and this information was
2	provided also.
3	Q: Okay.
4	A: And there was a recommendation of the panel
5	that it was the particular type of experiment to be
6	completed, and this was provided to them. They couldn't
7	fund it because the levels of the agency dropped
8	considerably below their expectations.
9	Q: Okay. But you had not received any external
10	funding?
11	A: I didn't receive it, yes, although the
12	application was recommended for funding by the panel.
13	Q: Okay. But from 1999 through November 2006,
14	you had not received any
15	A: No.
16	Q: external funding?
17	A: No.
18	Q: Now, the tenure and promotion committee of
19	your department made a recommendation, and they made a
20	recommendation to the chairman; is that correct?
21	A: That's correct.
22	Q: They don't make any mention of your gender in
23	their recommendation, correct?
24	A: No. This was very short memoranda that was
25	three sentences each, I believe.

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- Q: Okay. But you are contending that their decision or their recommendation was gender discrimination?
 - A: Yes.
- Q: What evidence do you have that says that that recommendation was gender discrimination?
- A: There were many occasions that I felt that they just look at me and they see a shell and they are treating me in a different way than they treat the male colleagues. And all of this were provided in my response to your set of interrogatories.
- Q: Okay. Thank you, and we've gotten that, and I appreciate that.
 - A: Would you like me to go --
- Q: Well, we can go through a lot of the incidents in a little bit, but I'm trying to find out -- none of them told you that they were denying you or recommending denying you tenure on the basis of your gender?
 - A: There was not a direct statement.
 - Q: Okay. This is your interpretation?
 - A: This is my interpretation.
- Q: Okay. Now, the department granted you an extra year for tenure. Was that discriminatory?
- A: This extension was granted because when I joined the department, your first exhibit is -- is it the

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first exhibit or it was an attached -- there is the 1 2 second letter that is specifying the amount of funding 3 that is going to be provided. And it is not in this letter, but I have the second letter that is identifying 4 the amount of startup funds that the department is going to provide to me. And the department didn't provide the funding that was given to me as startup funding. A portion of this fund was withheld for two or three years. Okay. Q: So this was one of the grounds that I **A**: requested the extension. And the second was the fact 11 that I had young children. Okay. But when they granted it to you, that's 0:

- not discriminatory, correct?
 - No, this is not discriminatory. **A**:
- 0: Now, the members of your tenure committee, how many members were there?
 - There were three. **A**:
- And do you remember which professors they Q: were?
 - The chair of the personnel committee is A: Yes. Dr. Abdel-Rahman, and the other two are Dr. Dar and Dr. McMillen.
 - So that's Brian McMillen and Saeed Dar? Q:
 - Yes, Dr. Saeed Dar. **A**:

to a male colleague that was in the similar situation 1 2 like mine. So therefore, I contend that he was 3 discriminating based on my gender. Because another 4 colleague that was started in the department in 2002 and 5 was a male colleague, Ken Soderstrom, he was receiving 6 faster and broader resources, state-funded resources, 7 than the resources that the chairman provided to my 8 laboratory, although I requested the resources. 9 Dr. Taylor testified that he didn't make the Q: decision based upon your gender. 10 11 There are vast social studies indicating that **A**: 1.2 when people are asked directly, they denied having any 13 prejudice and biases, but they act upon their biases and 14 their prejudice. 15 But he testified that he did not make the Q: 16 determination based upon your gender, correct? 17 A: He testified, yes. 18 Okay. But you don't believe it? 0: 19 That's correct. A: 2.0 So David Taylor is the department chair, --Q: 21 Yes. A: 22 -- and he makes a recommendation to Phyllis Q: 23 Horns? 24 A: That's right.

Who's the interim dean of Brody School of

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Q:

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A:

1	Medicine?	
. 2	A:	That's correct.
3	Q:	And Dean Phyllis Horns is a female, correct?
4	A:	Yes.
5	Q:	Okay. Dean Horns, as the dean, makes the
6	decision ab	out whether or not you should be granted
7	tenure and	promotion, correct?
8	A:	Yes.
9	Q:	Okay. And her decision is final, except that
10	you can app	eal it to the faculty grievance?
11	A:	That's correct.
12	Q:	Okay. And she reviews the tenure
13	considerati	on, the PAD that you submit, and the
14	recommendat	ions that are made by the department chair and
15	by the depa	rtment promotion and tenure committee, and
16	there's also	o an advisory committee to the dean; is that
17	correct?	
18	A:	Yes.
19	Q:	Okay. So the other groups, the departmental
20	level groups	s and this advisory committee are making
21	recommendat:	ions to her, but she's the decision she
22	makes the f	inal decision as dean, correct?
23	A:	Yes.
24	Q:	Okay. When did she make her decision?

I believe in March of 2007.

1	Q: That sounds right to me.
2	A: But I don't have the letter in front of me.
3	This letter is also included with my documents.
4	Q: And what did she decide?
5	A: She concurred with the decision of the
6	committee and the chair.
7	Q: Okay. Now, her decision didn't make any
8	reference about your gender, correct?
9	A: No.
10	Q: Okay. And as a woman, you're not contending
11	that she was discriminating against you as a woman,
12	correct?
13	A: I contend that she didn't review properly my
14	credentials as all people that were involved in the
15	review of my credentials starting from the tenure
16	committee.
17	Q: When you say she didn't review your
18	credentials, she had your PAD, correct?
19	A: Yes.
20	Q: And she reviewed it?
21	A: Yes. And this PAD had sets of external peer
22	evaluators that were given the same guidelines for tenure
23	and promotion that are the guidelines for tenure and
24	promotion in the department, and they were asked to
25	review my research productivity and let me see
j	

1	Q: I understand.
2	A: And during the hearings, the members of the
. 3	tenure and promotion committee, Dr. Dar, Dr.
4	Abdel-Rahman, and Dr. McMillen, they all testified that
5	they are not experts in my area of research.
6	Q: But Dean Horns you're not contending that
7	Dean Horns as a woman is discriminating against you based
8	on being a woman, are you?
9	A: I don't know why she reviewed my PAD in the
10	way that she did it.
11	Q: You testified previously that you do not think
12	she was discriminating against you?
13	A: I don't know her decision was based on what,
14	and therefore, I requested the reviews of the Dean
15	Horns is supposed to rely her review on the reviews
16	provided by the Brody committee for tenure and promotion.
17	Q: Right. But it doesn't really make sense that
18	Dean Horns, a woman, is discriminating against you on the
19	basis of you being a woman?
20	A: I don't know what makes sense and what doesn't
21	make sense.
22	Q: Do you
23	A: I don't know the answer to this question.
24	Q: Do you believe that Dean Horns was
25	discriminating against you on the basis of your gender?

- A: Whether they discriminated based on my gender, whether they wanted to please their colleagues in the Department of Pharmacology, I -- I don't know.
- Q: Okay. So you don't know, so therefore, you're not making an allegation, then, that they discriminated against you on the basis of gender?
- A: Exactly. I do not allege that they discriminated, but I don't know what was driving their decision before I see some written documents out of their work.
- Q: But you got written documents from the tenure and promotion committee at the departmental level, and the chairman's recommendation, --
 - A: Yes.
- Q: -- and those didn't include anything about your gender, so why would these documents have something different?
- A: Because, again, I -- this review should have been independent of the review provided by the -- the review provided in the department. And the review that was made in the department, there were two hearings that dealt with how this review was conducted. There is no information from the review and work of the schoolwide Brody School of Medicine committee.
 - Q: Okay. But at this point in time, you're not

1	Q:	And they request annual satisfactory
2	evaluations	5?
3	A:	They request the performance evaluations.
4	Q:	Okay. And when did you start your job at VCU?
5	A:	My job at VCU started, as I said, the
6	beginning of	of September of 2008.
7	Q:	And when did you get that job?
8	A:	I beg your pardon?
9	Q:	When did you get that job?
10	A:	I don't have the document with the job offer.
11	It was i	t was before my starting date, obviously. I
12	don't remem	ber the exact date.
13	Q:	Give us an estimate, please.
14	A:	After my interview date was after the my
15	last day at	East Carolina University.
16	Q:	Okay. So it was after June 30th,
17	A:	That's right.
18	Q:	2008? Okay. So between July and August
19	you intervi	ewed and got the job?
20	A:	Yes.
21	Q:	Okay. And this annual evaluation didn't have
22	any impact	on that?
23	A:	I am not aware whether Dr. Logothetis
24	requested i	nformation from my previous employers.
25	Q:	Okay. So who wrote this 2007/2008 annual

activities as faculty members.

- Q: Okay. So your annual evaluation, which is Exhibit 9 that you received --
 - A: Yes.
- Q: -- from Dr. Taylor, does it say anywhere that you received a "Fair" because of your gender?
- A: Again, I would like to refer you to the definition in the policy of East Carolina University.
- Q: I understand the definition, but my question is, does this 2007/2008 annual evaluation refer to your gender at all?
 - A: It doesn't refer to my gender.
 - Q: And does it refer to the EEOC?
 - A: It doesn't.
- Q: Okay. So what evidence do you have that your filing with the EEOC led to Dr. Taylor giving you this 2007/2008 annual evaluation?
- A: My evidence is based on the numbers that you see in this evaluation. For Teaching he's given me "Fair," numerical equivalent 2.5; for Research/Creative Activity he's given me qualitative evaluation "Good" and numerical equivalent 2.5; and for Service he's giving me "Fair" qualitative evaluation and numerical equivalent 2.5. And these are the words, and this is just the translation. And "Fair" is 2, and "Excellent" is 5,

A: And for a person at my level, the guidelines are stating that it's not expected even to be involved in peer evaluation of other people's publications and grants, and I have been approached from several journals and granting agencies that give grants to provide peer evaluations of other people's work.

- Q: Okay, I understand. But what -- but you don't have any evidence from Dr. Taylor that he's giving you this evaluation in response to the EEOC complaint?
- A: This is, again, the unfair -- unequal evaluation of my performance.
- Q: Well, I understand that you contend that it's unfair, but you don't have any evidence that Dr. Taylor is doing this because of the EEOC complaint?
- A: These are even lower. There were constant deviations from my performance and my evaluations throughout the years. I never get overall "Fair" evaluation before.
 - Q: Okay.
- A: And this is the year when we published the second JBC paper, the one that has implications for the treatment of congestive heart failure.
 - Q: Okay.
- A: That is a major problem for East North Carolina.

1	Q: Okay. And what did he say?
2	A: He probably he switched.
3	Q: Switched topics?
4	A: Probably, yes.
5	Q: Okay. Are you aware that it's not illegal to
6	ask about pregnancy during an interview?
7	A: I beg your pardon?
8	Q: Are you aware that it's not illegal to ask
9	about pregnancy or having children in an interview?
10	A: This was his phrasing of the question, "I know
11	that it is illegal to ask you about that, but I'm going
12	to ask you anyway. Do you have plans to have more
13	children?"
14	Q: Okay. But are you
15	A: I am not aware of whether it's legal or not.
16	Q: Okay.
17	A: This was his phrasing of the question to me.
18	Q: And do you have any evidence that Dr. Barnes
19	discriminated against you on the basis of that comment?
20	A: Again, I would like to refer to the
21	definitions of the East Carolina University, equal
22	treatment. I have all the reasons to believe that I was
23	not equally treated. And who contributed to this? There
24	were decisions that were made, not at faculty meetings,
25	with the distribution of the lab space, with the

. 1	Q: Okay.
2	A: I just don't remember on the top of my head
3	without the letter.
4	Q: And was the plug all the way out of the
5	socket?
6	A: No.
7	Q: It was partly unplugged?
8	A: It was partially unplugged.
9	Q: And who found it unplugged?
10	A: My husband found it.
11	Q: Who unplugged the freezer?
12	A: I wish to know.
13	Q: Are you saying you don't know who unplugged
14	the freezer?
15	A: I don't know who unplugged the freezer.
16	Q: Okay. You didn't lose your signaling
17	proteins?
18	A: The temperature, because we called the
19	security, the temperature was minus one degree. This is
20	just the point of freezing and thawing.
21	Q: I understand. But you didn't lose them?
22	A: I found that I didn't lose them after
23	extensive testing. I wrote that I had to spend we had
24	to spend close to six months testing and retesting the
25	activity of these proteins.
	·

Q:	Okay.	And did Dr.	Taylor	also	use	that
freezer?					-	

- A: We provided space in this freezer to him as a gesture of goodwill because he didn't have a freezer when he came to the department.
 - Q: Okay.
- A: And this was a gesture of goodwill to him. We offer him space in the freezer that we had.
- Q: Okay. So did he have materials in the freezer at the same time you did when it was unplugged?
- A: He testified during the hearing that he had some brain tissue.
 - Q: Okay. So why was the freezer unplugged?
- A: During the hearing and during other conversations, it became apparent that Dr. McMillen was working in the University of Texas, and when Dr. Gilman became the new chairman of the department where he was previously employed, Dr. McMillen had to find another position, and then he came to East Carolina University. And I don't know how this is connected, but there was a remark during the hearing off the record that I -- I heard about the G-proteins, and I don't know who unplugged it though.
- Q: Okay. So we don't know who unplugged the freezer, correct?

- A: That's correct, yes.
- Q: So we don't know then why it was unplugged?
- A: The why is easy. I believe that it was an attempt to slow the progress of my research. Because before that incident, I had to two presentations, one in the Department of Pharmacology, I believe, and another in a different department where we were presenting the first data coming out of the lab, and we were making significant progress in our research program. So I believe that the things are connected, and this was done in an attempt to slow our progress.
 - Q: By whom?
- A: You are asking me -- I can tell you what motivates my actions. I cannot tell you what motivates other people actions. Science is a very competitive field. There are people that are trying to slow your progress in any way possible. Most of the time these are your direct competitors. I don't think that somebody was trying to directly compete with me. It was -- I interpreted this as an attempt to set us back, because these proteins are practically irreplaceable in what we do.
- Q: But if you don't know who unplugged it, there's no way for you to know why it was unplugged?
 - A: Well, freezers do not unplug themselves on

their own.

- Q: Okay. But a freezer had been previously unplugged somewhere else in the department, correct?
 - A: Yes.
 - Q: And that wasn't your freezer?
- A: This was -- I have no knowledge about the incident. You are referring to an incident that Dr.

 McMillen was referring to during the hearing. I'm not aware of this incident, and I don't know what happened.
 - Q: Okay.
- A: There was a different case when a repairman came to service one of the freezers of Dr. Jamal Mustafa and decided that he is going to take the freezers out of the emergency supply and plug them to the regular supply. And his line of thinking was that the emergency supply experienced some fluctuations that are dangerous for the compressors of the freezers. What he didn't notice is that the regular power supply is not actually powered. So all the freezers that he went on and switched from emergency supply to regular supply were left out of power. But at that time, this was caught very early so the temperature was minus 50, or something like that.
 - Q: Okay.
- A: And this was brought to the attention that this shouldn't be touched. That is the reason that these

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was discussing with the students.

- Q: Okay. And what was the comment or comments that were made?
- A: They were trying to -- I don't know what they were trying to do.
 - Q: What did they say?
- A: I didn't hear exactly what they said. They were sitting at the back of the room, and this is lecture classroom, and they were sitting next to the window at the back of the room and they were talking -- I even don't know how to say this in English, hecklers, or people that during performance they try to intrude.
 - Q: What did they say?
 - A: I don't -- I didn't hear their comment.
- Q: Okay. So how do you know that they were heckling if you didn't hear them?
- A: They were talking loud enough to be heard in the classroom.
 - Q: But not by you?
- A: I was engaged in answering the questions of the students.
 - Q: So you don't know what they said?
- A: I didn't hear exactly what they said. It was a comment regarding what I was teaching to students.
 - Q: And when you say it was a comment regarding

1	what you were teaching to students, what was the comment?
2	A: It was something in the sense that I don't
3	need to give them these details or something, but this is
4	what I can gather. I didn't focus on this.
5	Q: Gathered from where?
6	A: From what I overheard while talking to the
7	students. I was addressing questions of the students at
8	that time.
9	Q: So you did overhear, or you did not overhear
10	it?
11	A: I heard the common sense of what they were
12	saying, that I shouldn't give the students that much
13	information or something in that sense. But I cannot be
14	absolutely positive because my attention was focused on
15	the students' questions.
16	Q: Okay.
17	A: And I don't know why they were present during
18	my lecture.
19	Q: Were they evaluating you?
20	A: It was not peer evaluation. My peer
21	evaluation was during the previous year, and they came
22	unannounced to my lecture. I certainly didn't have a
23	meeting with them after that, and I was not given any
24	indication why they were present during that lecture.
25	Q: Okay. So when did you so essentially, they

	1		
1	Q:	Sure. This is Dr. Dar?	
2	A:	Dr. Dar, yes.	
3	Q:	Okay. What do you	
4	A:	So he told me twice that the place of a	
5	married wom	married woman is in her home in his faith.	
6	Q:	Okay.	
7	A:	And he's the one that is the religious leader	
8	of the mosque in Greenville.		
9	Q:	And what was his first comment?	
10	A:	The first comment was related to his wife. I	
11	testified about this during the hearing. It was the		
12	first social gathering that we had after I joined the		
13	department,	and this was the first gathering that some of	
14	the spouses were at. And it was a type of cocktail		
15	party. And	party. And as we were walking, I asked Dr. Dar whether	
16	his wife is there so he can introduce me to her. And he		
17	said that i	said that in his faith the place of a woman is in her	
18	home, of a	home, of a married woman is in her home. And he, after	
19	that, denie	that, denied this, but he reiterated this statement later	
20	during anot	during another conversation regarding his daughter-in-law	
21	and		
22	Q:	So if we can just stay on the first comment.	
23	A:	Sure.	
24	Q:	So that first comment was at a social	
25	gathering?		

1 hearing. 2 Q: Okay. Pakistan, of course, has had a female 3 prime minister? I know that. 4 **A**: 5 Q: Okay. 6 **A**: That was killed. 7 Yes. So Dr. Dar was making a statement about Q: his faith and culture? 8 9 He was -- I didn't really think about this A: until I was faced with the decision that they presented 10 11 to me. 12 The decision in 2006 --Q: 13 A: Yes. 14 -- or 7? Q: 15 A: Yes. 16 Okay. So --Q: 17 A: The denial of the tenure and the promotion. Okay. So that's the next time that it came to 18 Q: 19 mind? 20 A: Yes. 21 And were you -- I mean, you find it 0: Okav. 22 offensive for him to talk about his own culture or his 23 own religion? 24 A: No. I don't find it offensive, but I believe

that this is an indication of bias against women in

1	general and	me in particular.
2	Q:	So you think the comment was about you, or the
3	comment was	about his wife?
4	A:	The comment was the first occasion regarding
5	his wife, a	nd the second time regarding his
6	daughter-in-law.	
7	Q:	Okay.
8	A:	And in the second time, I really didn't
9	Q:	Let me just stay on the first time.
10	A:	Okay.
11	Q:	So the first time this comment that we've
12	been discussing for the last minute or two,	
13	A:	Yes.
14	Q:	he was saying that about his wife?
15	A:	Yes.
16	Q:	Okay. Not about you?
17	A:	No.
18	Q:	Okay. So not about you, your place being in
19	the home?	
20	A:	No.
21	Q:	Okay. The second statement that he made
22	was when	was that, and what was that statement?
23	A:	This was I don't remember the year. It was
	the year when his son and daughter-in-law and they had an	
24	the year whe	en his son and daughter-in-law and they had an

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and he was upset about the young couple, that according to him and his wife, they were not properly feeding the infant and the infant was left hungry. And while he was telling me this happening, I -- he made the comment that these young people, because they have college degrees they think that they know everything. And this is when I asked him about the profession of his daughter-in-law and her education. I knew that his son was in the medical school, in the Brody School of Medicine. And this is when he said that in his faith the place of a married woman is at home with her children regardless of her education.

- Q: Okay.
- A: So --
- Q: But she did have a college degree, right?
- A: According -- yes, this is how it started.
- Q: Okay.
- A: It was his indication that because they have college degrees, they think that they know everything.
 - Q: Okay. And she taught at a Montessori school?
- A: This is coming from his testimony. He testified that she's a certified Montessori teacher --
 - Q: Okay.
 - A: -- during the hearing.
 - Q: Okay. And he made that statement about his

1 daughter-in-law? 2 A: In-law, yes. 3 And you -- how did that affect you? Q: The way how it affects me is his testimony 4 that was during the hearing, he started talking about a 5 conversation with me in which he advised me to be more 6 7 welcoming and less intimidating to the students, and he 8 was telling the committee that he felt that the students 9 are intimidated by me. And there was a line of 10 questioning whether this is about the research that we do in the lab or about me personally, and his answers were 11 12 that he felt that I am intimidating, that no student told 13 him that, but this is his personal feeling, and he 14 perceived the research in the lab as intimidating. And all of this is indication that he had problems with 15 16 accepting me as a colleague, and because he on three 17 occasions indicated to the committee that no student told him that; --18 19 Q: Okay. 20 -- this was his perception of me. **A**: 21 Okay. Q: 22 This is his thinking. **A**: 23 Okay. But his statement about his Q: 24 daughter-in-law, that's not about you? 25 The statement was about his daughter, yes. **A**:

STATE OF NORTH CAROLINA
COUNTY OF WAKE

CERTIFICATE

I, Candi R. Uselman, notary public/court reporter, do hereby certify that the above-named was duly sworn or affirmed prior to the taking of the foregoing deposition; and that said deposition was taken and transcribed under my supervision; and that the foregoing pages, inclusive, constitute a true and accurate transcription of the testimony of the witness.

I do further certify that the persons were present as stated in the caption.

I do further certify that I am not of counsel for or in the employment of either of the parties to this action, nor am I interested in the results of this action.

This is the 23^{rd} day of August, 2010.

Motary Public #200833600021